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An overview of benefits for the public sector: Not on the fringes anymore

Date: Summer 1998

25/6,K/2 (Item 2 from file: 15) 01743191 03-94181

An overview of benefits for the public sector: Not on the fringes anymore

Summer 1998 Length: 18 Pages Word Count: 9275 Text:

...taxes from employees and employers are used to pay benefits to current retirees. Perhaps more importantly, the related Medicare (along with private Medicare supplemental insurance) program offers some degree of insurance against the remaining major life expense that individu als face: health care. Medicaid, a program for providing medical care for the poor, is extensively used for nursing home care by the elderly. This is not limited to just the elderly poor, but includes...Providing income for the individual employee in retirement is not the sole concern of pensions. With retirement projected to last from ten to twenty years, health care is also a concern. Many individuals see medicare as a basic, minimum level of service. Supplemental health insurance and long-term care insurance (home health care and nursing home coverage) may be included in ongoing employee benefits packages. Family concerns prior to and during retirement are also important matters. Many... a Herzbergian dissatisfier (Barber, Dunham, & Formisano, 1992).

The motivational value of extrinsic rewards can be enhanced by incorporating intrinsic recognition and growth aspects into these **awards**. By turning a tangible **reward** into a special prize, it takes on added trophy value. As a trophy, a clock or television set constantly reminds the individual and others of...

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Glossary of program terms

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Glossary of program terms

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...in 1980 permits individuals aged 65 or older to file for Medicare without applying for Social Security benefits. These individuals are not counted in the **award** data until they actually apply for Social Security.

Bend **points**—The dollar amounts defining the average monthly earnings or AIME brackets in the benefit formulas. See table 2.A11.

Beneficiary (OASDI)--A person who has...not automatically eligible for HI, either as beneficiaries who receive monthly cash payments or under the transitional provisions, but enroll voluntarily in the Hospital Insurance **program** and pay a monthly premium.

Enrollment (Medicare--SMI)--Persons eligible for Supplementary **Medical** Insurance who elect to enroll in the SMI **program** and agree to pay the monthly premium or have it paid on their behalf by a relative, friend, or organization, and persons enrolled by a...a specific number of quarters, depending on his or her date of birth or death and on the widow(er)'s date of birth. A **minimum** of 3 quarters of coverage is required.

Intermediate-care facility Services (Medicaid)--All services provided by an institution furnishing **health**-related care and services to individuals who do not require the **degree** of care provided by hospitals or skilled-nursing facilities as defined under Title XIX.

* For mentally retarded--Refers to intermediate-care facility services for persons...

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